



**Job Title:** CHAMPS Coach

**Wage/Hour Status:** Exempt

**Reports To:** Student Services

**Pay Grade:** Administrative-Professional-3

**Dept./School:** Student Services

**Revised:** 10/2024

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**Primary Purpose:**

Highly motivated educator who has knowledge of CHAMPS strategies and skills necessary to assist individuals, groups, and systems through the application of positive behavior supports. The CHAMPS Coach will be collaborative and nonevaluative. The coach's role is to help teacher with behavior management.

**QUALIFICATIONS:**

- Highly qualified teacher with full Texas certification
- Minimum of five years successful classroom experience in teaching “at risk” and/or “behaviorally challenged” students.
- Trained in CHAMPS curriculum by Safe and Civil Schools
- Demonstrates good communication skills
- Demonstrates ability to plan and evaluate strategies for improving behaviors which in turn will improve instruction
- Demonstrates exceptional skill in the role of a teacher leader: collaborator, action researcher, reflective practitioner, and learner advocate

**RESPONSIBILITIES:**

- Effectively support teachers in classrooms with structures and procedures to create a safe and civil environment.
- Assist staff in collecting data, defining and measuring behavior, understanding principles of reinforcement; teaching new behaviors, implementing strategies for weakening behavior and identifying antecedents.
- Facilitate meetings with teachers to address classroom structures and practices that may need to be adapted to help with behaviors.
- Monitor the effectiveness of classroom structures and CHAMPS implementation and recommend changes as needed.
- Assist staff in teaching acceptable behaviors to students based on needs.
- Collaborate with behavior interventionists to address needs within the classroom.
- Collaborate with campus Foundation Teams.
- Work cooperatively with building administrators to promote structures and systems that will create a positive environment on the campus.
- Attend training to continue to develop CHAMPS knowledge and skills.
- Present training to campuses and/or district wide.
- Coach campus personnel to continually develop and promote CHAMPS strategies.

**Mental Demands/Physical Demands/Environmental Factors:**

- **Tools/Equipment Used:** Personal computer and peripherals; standard instructional equipment; [P.E. teachers: automated external defibrillator (AED)]
- **Posture:** Prolonged standing; frequent kneeling/squatting, bending/stooping, pushing/pulling, and twisting



- **Motion:** Frequent walking
- **Lifting:** Regular light lifting and carrying (less than 15 pounds); may lift and move text books and classroom equipment
- **Environment:** Work inside, may work outside; regular exposure to noise
- **Mental Demands:** Maintain emotional control under stress; work prolonged or irregular hours

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The Abilene ISD does not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, age, disability, military status, or any other basis prohibited by law. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

I understand I work for Abilene ISD and assigned to the \_\_\_\_\_ Department. The foregoing statements describe the general role and responsibilities assigned to this job. I understand this is not an exhaustive list of all responsibilities and duties that may be assigned; other duties may be assigned as needed.

EMPLOYEE SIGNATURE \_\_\_\_\_ Date: \_\_\_\_\_